

30 October 1975

MEMORANDUM FOR: Director of Personnel

SUBJECT : Table of Organization for the Office
of Equal Employment Opportunity

REFERENCE : Your memo dtd 7 Oct 75; Subject: Establishment
of a Table of Organization for the Office of
Equal Employment Opportunity

Attached constitutes a reclama of PMCD's recommended grades for the new Office of Equal Employment Opportunity. Since PMCD's recommendations deviated quite sharply from the Director, EEO's proposal which was approved in principle by the DCI, I suggest that we meet with the Director, EEO and the Chief, PMCD to see whether there are any areas of general agreement before the issue develops to the point that arbitration by the Director is required.



Administrative Officer, DCI

Attachment

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29 October 1975

25X1 MEMORANDUM FOR:

AO/DCI

SUBJECT : Table of Organization for the Office of
Equal Employment Opportunity

REFERENCE : A. Memo for D/Pers from AO/DCI, dtd 27 Aug 75;
Same Subject ✓

B. Memo for AO/DCI from D/PERS, dtd 7 Oct 75;
Same Subject

C. Memo for DCI from D/EE0, dtd 11 Aug 75;
Same Subject ✓

1. This memorandum is in response to the PMCD proposed OEE0 Table of Organization which was submitted to your office. We find the PMCD proposal unsatisfactory, both from a practical and a philosophical standpoint.

2. We take exception to the statement in paragraph 2 of the PMCD memorandum that, ". . .extensive comparisons were made with EEO position structures in both the Legislative and Executive branches of Government. . . ." (FYI: the U.S. Congress exempted its employees from the bill creating the EEO). Secondly, in paragraph 3 of Reference B, the statement is made that, ". . .the EEO structures in other government agencies consistently showed allocations of GS-15 for EEO Directors, GS-14 for Deputy Directors, and GS-13 for Specialists managing comparable EEO programs." Our research shows that the two government agencies most closely associated with our type of work -- namely the Department of State and the National Security Agency -- allocated higher grades to the principal EEO officers (please see attached chart).

3. More important, the PMCD did not recognize the legal position of the Federal Women's Program Coordinator or the 16-Point Program Coordinator in its Table of Organization.

4. The PMCD proposal does not appear to support the spirit or intention of the Agency expressed by Mr. Colby when he assigned full time personnel to the EEO function under his leadership. It is our understanding that a basic premise of the new EEO

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organization was that it have sufficient status to enable incumbent officers to deal effectively with responsible agency leadership and other external interests. In addition, the nature of CIA's mission demands particular credibility, maturity, experience, and discretion of its officers in handling sensitive EEO matters.

5. We wish to point out further that other agencies' allocations of resources (personnel and funds) to EEO should not necessarily be considered as criteria for CIA's commitment to EEO without assessing the aims and results of their programs.

6. We therefore refer to our originally suggested table of organization (Reference C) as offering sufficient compensation and status to attract the quality of professionalism necessary to accomplish effectively the Agency's EEO mission. Specifically we recommend maintaining the designated positions of Deputy Director EEO and FWPC, the 16-Point Program Coordinator and our grade structure as presented.

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[Redacted Signature Box]

Omego J. C. Ware, Jr. *for*

Director

Equal Employment Opportunity

attachment

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